

Fund drive nearly doubles goal

Miller, Talbot offer praise

Checks and pledges came pouring in from all over Oregon during the final week of the Glenn Jackson Scholars fund drive, pushing total employee and retiree contributions to more than \$36,600.

"I'm very proud of the employees of this department," ODOT Director Fred Miller said. "I don't think there's another agency in state government that could have pulled it off the way we did."

Dave Talbot, who chaired the six-weeks' effort, was equally enthusiastic. "Congratulations are in order all the way around," he said.

We exceeded our goal by 83 percent, and that says a lot about the quality of people who work at ODOT," Talbot said.

He said the success of the fund drive means that ODOT's long-range goal of \$50,000 may be achieved in two years instead of the three or four that had been planned.

A separate goal of \$200,000 has been set by the Glenn Jackson Scholars Committee, chaired by Tom Walsh, former member of the Transportation Commission. Walsh said \$51,000 has been raised so far, and that the remainder will be sought from Jackson's friends and former business associates.

The combined totals will be used

Isabel Albright Award

Maerz chosen for secretarial honor

Cheryl Maerz is this year's winner of the Isabel Albright Secretarial Award.

Maerz, a management assistant A with the Environmental Section in Salem, has worked as a department secretary 11 years. Her supervisor, Cam Gilmour, described her in his nomination as "highly competent, efficient and pleasant." He said she

"exemplifies the quality of person the Isabel Albright Secretarial Award stands for."

"I'm very fortunate to have her," Gilmour told the 120 participants at the April 23 award ceremony.

Maerz accepted her award by saying she was "especially honored," and commented on the many years she has been with the



COMMITTEE CELEBRATES--Coordinators for the Jackson Scholars fund-raising campaign celebrate exceeding their goal and applaud the generosity of ODOT employees. Dave Talbot, who chaired the fund drive, congratulates Gary Potter for the outstanding level of

contributions from Highway employees. Other members of the committee, from left, Sharon Melby, Highway; Ralph Sipprell, retirees; Carolyn Campbell, Motor Vehicles; Joe Christian, Central Services, Aeronautics and Public Transit; and Steve Johansen, Parks.

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to establish a \$250,000 capital fund. The annual interest from it will provide the scholarship awards.

Talbot praised his division coordinators for their successful fund-raising efforts: Gary Potter, Highway; Steve Johansen, Parks; Carolyn Campbell, Motor Vehicles; and Joe Christian, Central Services,

Aeronautics and Public Transit.

"They were a super team," Talbot said. "Their enthusiasm was contagious. I've never seen this department so turned on about an idea before. It's great to be part of it."

Talbot said a similar fund drive will be planned for 1986.

Process set for students

By the mid-April deadline, 69 qualified students--sons and daughters of ODOT employees--had filed applications to be selected as Glenn Jackson Scholars.

The state Scholarship Commission will rank the applicants and refer the top six or eight to a selection committee for personal interviews, said Karen Roach, personnel manager.

Interviews will be conducted in ODOT Director Fred Miller's office

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Cheryl Maerz, winner of the Isabel Albright Secretarial Award, displays the plaque presented to her at award ceremonies in Salem April 23.

Highway Division.

"I started out in Highway when I was 16," she said, noting that her first visits to the division began at an even earlier age. "It has been my whole life. I started coming to Highway when I was 12 to visit my mother."

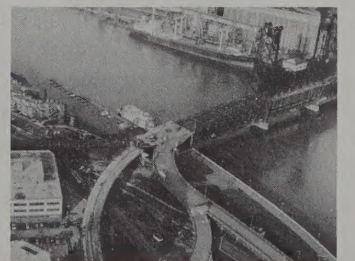
Maerz serves as assistant to Gilmour and three section coordinators. She works with the budget and payroll, and supervises two employees as well as handling personnel problems.

ODOT Director Fred Miller called the award a "tremendously high honor symbolic of the importance the department places on the secretarial worker."

As this year's Albright winner, Maerz will receive a plaque and an expense-paid trip to a seminar in San Francisco.

The award luncheon, held at the Black Angus in Salem, featured a tribute to Isabel Albright from Highway Administrator Scott Coulter and an introduction of the seven Albright finalists by their supervisors. Last year's award winner, Debby Corey, also gave a short talk. The award presentation was made by Miller.

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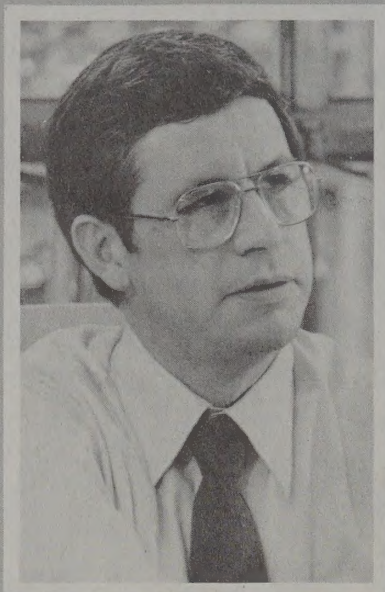
A message from the director ...

One of the nice things about my job is that I have a chance to work on lots of different issues. There is considerable variety, and I have the opportunity to become involved in and learn new things practically every day. This past month has been somewhat different because it has been so dominated by the Legislature and comparable worth. These topics have not been to the exclusion of all other things, but sometimes it seems like it.

I continue to be impressed with how rapidly the Legislature is moving. With this faster pace, however, we have to be on guard so that our bills are not lost along the way or to be sure that some bad bills do not get passed. So far, we are still on track, but it is not always easy.

Since our budgets are doing well on the whole, the major issue before us is the 2-cent gasoline tax increase. We are putting lots of effort into this measure. While most parties seem to be in agreement that it is needed, tax bills always have problems gaining support. We will rest more comfortably once it has passed both the House and Senate.

The other major legislative issue always seems to be potential changes within the Motor Vehicles Division. There appear to be more bills impacting that division than any other. There could be significant effects from bills relating to odometer tampering, classified driver licenses, revised fees, mandatory insurance and the sales tax. However, this situation is not unique to this legislative session and, as usual, what finally passes will surely be manageable.



You probably have heard enough about comparable worth for now. While the proposed classification study and related pay implications are no longer before us, we will continue to discuss a new personnel classification system over the next year.

Fortunately, it is now in our hands to develop a proposal for improving our personnel system. I hope that good ideas will be forthcoming from many of you to make our system better able to recruit good people, provide career paths for employees, and manage the agency to achieve our mission.

The Legislature may still seek a way to make some salary adjustments this biennium where it believes disparities exist. But, I have not seen an interest in developing a comprehensive salary proposal like the one distributed, nor have I seen an interest in "red-lining" salaries. The salary adjustments being discussed would be at the lower end of the pay scale and would be made on the basis of our existing personnel classification system.

The fund raising for the Glenn Jackson Scholars was simply incredible. I have been impressed with the enthusiasm and commitment of so many of you. This has translated into more dollars than we could have hoped for in the first year.

I am sure that we will all be pleased when the first two scholarship recipients are selected this month. Mr. Jackson would have been proud of our efforts, but I suspect that he would not have been surprised at our accomplishment.

It would be nice to recognize all of you who contributed. This applies to our employees, our retirees, our past and present commissioners and many others who have been involved in this effort. The fund-raising committee discussed several methods for listing names of all those who contributed, but concluded there are just too many people to recognize individually. The committee's appreciation and mine are certainly extended to all, nevertheless.

This is a unique program that we all helped to make work. We will be able to take pride in the program for years to come. It could only have happened in our department.

Fred Miller



NEW STRINGER--To extend the life of the Catching Slough Bridge near Coos Bay, maintenance crews recently replaced caps and stringers that support the bridge deck. It is one of several on a list of coastal bridges slated for replacement in the next few years.

Letters



Project expedited

John Hagedorn

The Klamath County Public Works Department thanks you and Jerry Backstrand for your excellent cooperation and initiative in expediting the Gale Road Bridge project.

Without the dedication of Jerry, this project could not have become a reality in the time frame to which we were restricted.

Employees such as you and Jerry make working with the Highway Division very rewarding. The state is fortunate to have professionals of your experience and devotion representing it.

Earl Kessler
Director of Public Works
Klamath County

EDITOR'S NOTE: Hagedorn is Region 4 federal aid specialist in Bend, and Backstrand is assistant bridge engineer, Salem.

Map pleases Dutchman

Governor Victor Atiyeh

We recently wrote to the Oregon Department of Transportation for a map of the state since we plan to visit sometime this summer.

We did not have a specific address, and the letter's final destination was the office of Dale Van Laanen, Sign Shop superintendent, Salem. He sent us the map and a short, handwritten note that said he trusted we would enjoy our visit to Oregon.

We want you to know how much we appreciate Dale's kindness. He took a little extra effort above and beyond his regular duties and is an employee you can be proud of.

John Van Dorpe
Kennett Square, PA

P.S. Van Laanen sounds like a good Dutch name. What else could one expect from a Dutchman?

Workers help travelers

Director Fred Miller

I want to tell you of the help given to myself and my daughter by Andy Anderson and George Perkins of your Pistol River crew.

We were driving a heavily packed Chevrolet Suburban and blew a tire. Your men came to our aid, unloaded the vehicle to get to the spare, and changed the tire for us.

They were very gracious and kind, and we sincerely appreciate the help they gave us.

Dorothy Peterson
Kennewick, WA

EDITOR'S NOTE: Anderson and Perkins are both highway maintenance workers in District 7.

Retiree sends thanks

To all our friends

We wish to extend our thanks to all those who made our retirement party a tremendous success.

Mr. and Mrs. C.K. Ansell
La Grande

EDITOR'S NOTE: Clayton Ansell, Highway Division Dist. 13 maintenance supervisor, recently retired after 34 years of service.



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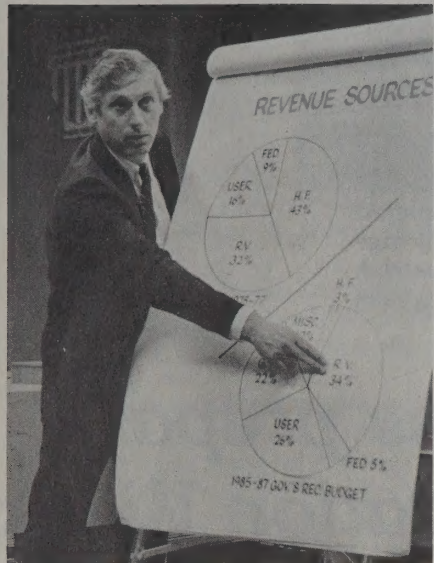
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Park meetings draw favorable comments

Tabulation of results from a series of "highly successful" town hall meetings held throughout Oregon is now underway, according to Parks Administrator Dave Talbot.



PARKS POINT--Administrator Dave Talbot answers a question about Parks revenue during one of the first town hall meetings.

"We've never conducted town hall meetings before, and we didn't really know what to expect. But we're absolutely delighted with the way Oregonians responded to our call for help," Talbot said.

He noted that in addition to visiting personally with hundreds of residents at a dozen evening gatherings, hundreds of other citizens took the time to complete and return questionnaires.

The intent of both activities is to address two questions:

- What kind of state park system do Oregonians want?
- Who should pay for it?

Talbot said the town hall meetings will definitely help with the decision-making process. "We heard a lot of constructive, worthwhile suggestions while we were on the road. A number of ideas generated during the meetings are apt to be implemented," he said.

Information will be compiled and presented to the first Governor's Conference on State Parks planned for late November or early December.

The Capitol Scene...

By George Bell
Assistant Director
Intergovernmental and Public Affairs

Legislators never publicly question each other's motives on a vote or introduction of a bill. To do so would be considered a serious violation of ethics.

The implicit assumption is that legislators always act in the best interests of their constituents and of their state.

It's a good operating premise. If legislators were permitted to look behind a colleague's vote, a lot of time might be spent unproductively in bickering and accusations.

The vigilant Capitol Press Corps, too, generally avoids references to a legislator's motives on a particular vote, though there may be gossip in the halls. Motives are pretty hard to prove.

Even so, occasionally it's possible to get a glimpse of the machinery in motion behind a particular action.

Getting attention

A legislator, for example, told a reporter the other day that he knew a bill he had introduced didn't stand a chance of passage--he just wanted to make a point.

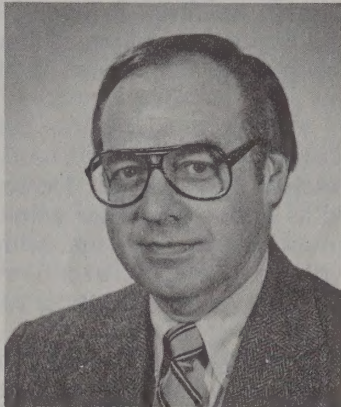
That's not an entirely unusual situation.

A bill does not always mean what it says on its face, nor does a legislator always have hopes that a bill will reach the governor's desk.

It may be a legislator is troubled about some particular issue or activity and wants to focus attention on it through a public hearing or a news story.

Getting public and news media attention is often the first step toward change.

It's like the old story about the farmer who hit his mule between the eyes with a big stick at the start of every day's plowing--just to get his attention. A cruel joke, but a sound point.



Unneeded records destroyed Program pares papers

The records removed from ODOT files in 1984 would form a stack 3,370 feet tall and would have cost more than \$200,000 to keep.

Those figures come from the 1984 Records Destruction Summary that tabulates the results of a system for annually destroying unnecessary records.

Since the program started compiling figures in 1980, there has been a steady increase in the volume of records destroyed, according to Virginia Carey, records analyst in the Records Management Section.

"As the volume of paperwork grows, people are more aware of the cost of keeping records, so they are more willing to dispose of records of no further value," Carey said.

"With photocopiers so accessi-

ble, copies proliferate. Sometimes many people are keeping copies of the same information," she said.

Records management staff members are available to consult with offices to help people devise an efficient system for record flow, retrieval and management, and to advise on forms and filing systems.

When making a record destruction schedule, Carey helps office personnel determine user need, legal requirements and historic value of documents.

Savings from the records destruction program for the past four years equal \$683,000.

Phone project taken off hold

The project to install new phones in most ODOT offices, put on hold at the first of the year, can now proceed.

A recent decision by Governor Victor Atiyeh cleared the way for a contract to be awarded. The state will purchase a telephone system rather than lease equipment from phone companies.

A team of 45 people will begin detailed interviews early this month with ODOT employees to learn how they use the current system, according to Carl Nelson, administrative services manager.

The new equipment will be installed statewide wherever the current Centrex system operates. Existing phones will be replaced with comparable equipment, and for an additional charge, agencies may upgrade their service.

DMV tests drive-up window

EXPRESS SERVICE -- E. Eugene DMV Office Manager John Descutner helps a customer at a drive-up window recently installed at the office. If successful during the one-year trial period, the concept may be used in other DMV offices. Customer response has been entirely positive with up to 45 transactions handled daily when the window first opened, Descutner said.



ODOT videotape gets good reviews

ODOT's new monthly videotape series drew good reviews at its premier showing last month, according to the program's director, Ann Snyder.

"More than 150 people viewed the first *ODOT Update* videotape at the Transportation Building in Salem," she said, "and everyone generally liked what they saw."

The tape also went out to all field offices around the state, but Snyder said it was still too soon to know reaction to these showings.

The 15-minute interview with Director Fred Miller covered the status of the comparable worth study, the Glenn Jackson Scholars fund drive and legislation affecting ODOT.

"Most of the people who saw this tape said they would like to see more programs on various subjects. Our show next month will focus on ODOT's affirmative action program, and we'll give another update on the scholars fund drive," Snyder said.

Steel Bridge remodel challenges engineers

Two veteran bridge engineers report that remodeling of Portland's 70-year-old Steel Bridge to accommodate the Banfield Light Rail System is the most complex project they have ever tackled.

"Whether we had been adding light rail or not, the bridge was due for major repairs, but the light rail really complicates the process," said John Howard, project manager.

Structural Design Engineer Terry Shike said the Steel Bridge "has been the most interesting, difficult and frustrating assignment in my career."

Putting rails back

Less than 30 years ago, Howard served as bridge inspector when a new deck was put on the bridge and old streetcar rails were removed. Now he's putting rails back on.

The old surface, with underlying ties and planks, had allowed water to penetrate onto steel beams and girders, causing them to rust, Howard said. A fire many years ago warped some of the steel, too. Nearly one-fourth of the steel girders in the deck system will require repair or replacement, he said.

The center span of the bridge must be raised to allow ships to pass under it on the Willamette River, further complicating the project. "In the lift section alone, there are 4,000 new pieces of fabricated steel, many of them small sections or pieces that connect to the light rail system," Howard said.

This portion of the bridge may have caused the most headaches for Shike, who worked many hours of overtime on the project from October 1982 to March 1984.

The bridge is owned by Union Pacific Railroad, and the lower deck

railroad line must remain in service throughout construction. Also, the railroad required that remodeling could not add weight to the lift span, and this section had to remain balanced for weight throughout the project.

Therefore, some original steel will be replaced with lighter, stronger steel.

Light rail cars are electrically powered. Any electric current leak to the bridge could cause corrosion. Plastic sleeves around bolts will stop current flow, and each rail on the bridge will be enclosed in polyurethane units, he said.

Once the new steel is in place, work will begin on a concrete deck that will include rubber joint seals to keep water from penetrating to the support structure.

Shike's assignment also involved close work with Tri-Met, the transportation district that will own and operate the light rail system, and the state historical society, since the bridge is on the historic register.

Designer still involved

The new upper deck will carry vehicular traffic in both directions.

Shike said a designer usually fades into the background during the construction phase of a project. Not so with the Steel Bridge. He's in daily contact with Howard.

The upper deck is scheduled to reopen to vehicles this fall, and the light rail project is to be finished in March 1986.

By the time the \$9.4 million remodeling project is completed, "there's no reason that the bridge won't be good for another 70 or 80 years," Howard said.

Graphics Unit lowers prices

ODOT's Graphics Unit has reduced prices 12 percent, retroactive to March 1, according to John Davenport, manager.

He said the price reduction was possible because the unit had a high volume of work in the past year. He noted the unit worked for 35 state agencies, the governor's office and the Legislature as well as all ODOT divisions and statewide offices.

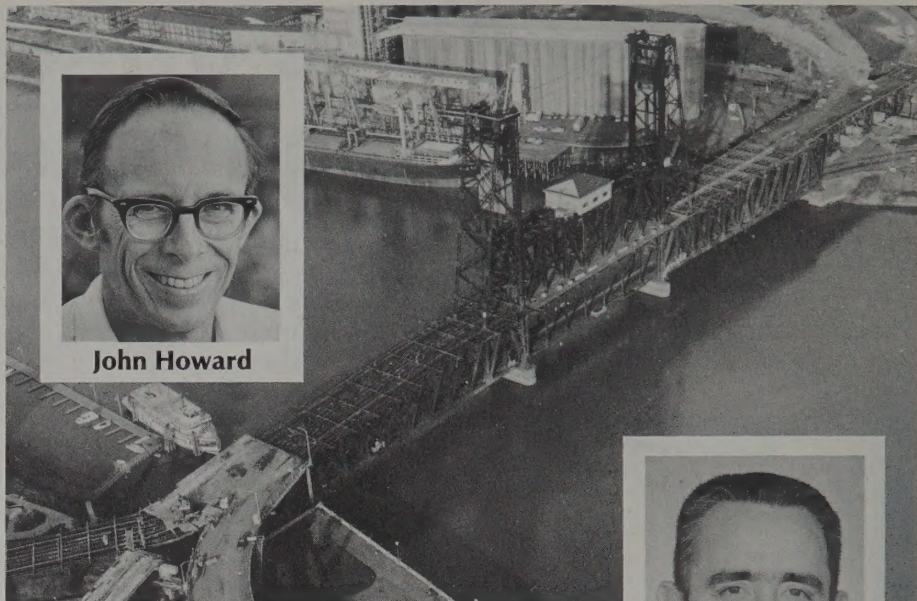
The reduction puts prices at \$22 per hour, including all materials, Davenport said. He said the unit works in all avenues of visual communications. "We are here to help people present a professional image for the department," he said.

Remembering—

William Milne, 62, Scio, died recently. He worked for the Highway Division for 32 years and had retired last December as a geologist 3.

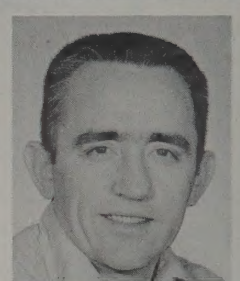
Clifford Layton, 70, died March 28 in Salem. A 29-year Highway Division employee, he retired in 1976.

Elbie Beckman, 68, died April 21 in Salem. After 30 years with the Highway Division, he retired in 1979.



John Howard

SKELETON-- A contractor recently completed removal of the old surface of the Steel Bridge in Portland, leaving the framework exposed. A new surface and rail for the light rail system will be added this summer and fall.



Terry Shike

ODOT regions prepare for Transportation Week

Displays and exhibits in all five regions of the state will tell the public that it's National Transportation Week May 12-18.

Most regions will display equipment and demonstrate new technology at shopping centers, said Bob Gormsen, who chairs the statewide planning committee.

Besides a display at the Lloyd Center, the Metro Region will have a display at St. Vincent's Hospital to explain work on nearby Highway 217. Region 3 will display equipment in North Bend, Springfield and Roseburg.

The Region 5 activities will be at the headquarters building for the Highway Division.

Gormsen said each location will feature large signs welcoming people to the display and explaining the inter-relationship of the five ODOT divisions.

Displays in some areas will be supplemented with information on bicycles, traffic safety and motorcycle safety.

The annual National Transportation Week Run will be held Saturday, May 18, in Salem. It features a 10K run and two-mile fun run.

Coordinator Vern Hahn said the emphasis this year is on participation. "People are invited to come and walk the course if they aren't runners," he said. A no-host picnic will follow the event.

Experienced runners who will not be able to attend the Salem run can qualify for ODOT's competition with other states by participating in local runs. Call Hahn at 378-2880 for more information.

Hahn also asked people needing directions to the Salem run to call him.

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Photo contest details revised

New categories have been established for the National Transportation Week photo contest, and two top entries will be printed in the June issue of VIA.

Color photos will be accepted in three categories:

- 1) Transportation-related--any type of ODOT transportation, equipment, facilities or operations.
- 2) Employee-related--can portray any personnel in on-the-job activities.
- 3) Work-related--any office- or field-oriented situation.

All black-and-white photos in any of the above categories will be judged together.

The top color and black-and-white photo will appear in VIA.

Certificates and ribbons will be presented to first and second place in each of the four categories.

Employees and retirees may enter only one photo in each category. All photos must be 8 inches by 10 inches, and entry deadline is May 17.

To enter, tape a card on the back of the print listing your name, business address, phone number, division and category entered.

Send entries to VIA Photo Contest, Public Affairs, Room 140, Transportation Building, Salem 97310. For more information, contact Monte Turner at 378-6546.



EUGENE BUILDING--Work has started on a new District 5 Highway building near I-5 and Belt Line Road in Eugene. The one-story building, expected to be finished by the end of the summer, will also house State Police, a State Police crime lab and weighmasters staff.

Highlights of Jackson Scholars fund drive

There were many aspects of the fund raising for the Glenn Jackson Scholars program. Following are just a few:

Region 2 leads Highway donors

Region 2 Highway Division employees contributed more than people in any of the 18 regions and sections within the division, according to Gary Potter.

"Region 3 was close enough to call it a photo finish," he said, with Region 4 in third place, followed by the Metro Region.

Sections with small numbers of employees, but very healthy contributions, were planning and right-of-way, he noted.

"There's no doubt that the credit for the division breaking all records and exceeding the goal belongs to the 17 coordinators and the people they worked with on the crew or unit level," Potter said. "They went out and sold the program."

Dick Young, Region 2, early in the campaign set a \$4,000 goal and went over that amount. He said he fully supported the program "because it is one of the most positive things the department has done." He contacted most of the region's 500 employees personally.

Rudy Wellbrock, coordinator for the Planning Section, approached donors with the appeal: "Let's raise the entire \$50,000 this first year."

Said Potter: "We all can feel good about what we did. I think the internal success will help with external fund raising, sending a message that this is a good program that is going to work."

Widow of retiree gives for husband

Retirees who have donated have sent an average of \$33 to the fund, with several contributions in the \$100 range, according to Ralph Sipprell.

For people on limited incomes, this represents a significant contribution, said Sipprell, who chaired

the solicitation effort among retirees. He cited a letter from the widow of retiree Halbert Justice, Long Creek, OR:

"I feel he (Halbert) would like to have me contribute this small amount of \$5. I am nearly 80 years old and am trying to get along as best I can on what we managed to save during the years. I hope the check I'm enclosing will help a bit."

Director Fred Miller replied, in part, to Mrs. Justice:

"Your donation is especially meaningful considering your circumstances. I will see to it that the two young people who win this year's scholarships are given a copy of your letter, so they can better understand the feelings of those employees and retirees who have contributed toward their education."

Parks supervisors donate unknowingly

Parks supervisors unknowingly gave a little extra to the Jackson Scholars fund following a recent dinner meeting, according to Steve Johansen.

To simplify paying for the dinner, the group decided to divide the total bill by the number attending, and then add a tip.

After everyone had left and Johansen was paying the bill, he discovered the tip had already been figured into the meal prices.

Since Owen Lucas's wife, Nancy, had paid the full average cost of \$9.50 as her share of the dinner even though she'd ordered only a small salad, Johansen decided the extra \$20 would be donated to the scholars fund in her name.

Best and biggest

The Glenn Jackson Scholars is the top scholarship in the state.

Oregon's largest daily newspaper, *The Oregonian*, offers a



SEED MONEY--Brenda Bonnett and Bob Trump, DMV, organizers of the Glenn Jackson Scholars benefit bowling tournament, plant seed money in a bottle they used to collect donations from spectators.

four-year scholarship worth \$12,000, whereas the Glenn Jackson Scholars award is \$10,000.

However, seasonal employment with ODOT is included as a benefit with the Glenn Jackson Scholars award, raising the total to far more than \$12,000.

So, all things considered, ours is the best...and the biggest.

'The Roads Scholars'

And then there was the Highway punster who referred to the program as "The Roads Scholars."

Bend shop crew issues challenge

The Highway Division shop crew in Bend, supervised by Roy Landis and Erwin Carpenter, has issued a challenge to top any other shop's donations per capita during next year's campaign.

Gary Potter said the crew this year was one of the outstanding groups of contributors with a donation of nearly \$600 from 30 employees. Karl Goshorn served as coordinator for the crew.

Mrs. Jackson excited

Helen Jackson, widow of Glenn Jackson, said she is very excited about the Glenn Jackson Scholars.

"It is one of my favorite programs," she said.

She has been invited to attend the May 21 luncheon honoring the first two recipients.

First-year bowler plans tournament

A first-year bowler came up with the idea and organized the Jackson Scholars benefit bowling tournament, which earned \$1,180 for the fund.

"Bob Trump and I were talking one day and somehow we came up with the idea," said Brenda Bonnett, a management assistant in DMV's Public Affairs office. "Anyone can bowl, we thought, and soon we found that a lot of people were interested."

Within a few days after the April 20 event was announced, Bonnett had to schedule a second shift to make room for all the teams that entered. Eventually 42 five-member teams registered.

"I think it's neat that this many ODOT people would get together. I tried to mix the teams so the tournament would help the bowlers get to know people from other divisions," Bonnett said.

Door prizes, donated by members of ODOT's executive staff, were presented at intervals, and spectators and bowlers donated \$35 for a separate door prize.

Scholars

Continued from...Page 1

on May 8 and 9. A reception will be held the evening of May 8 to honor the finalists.

The two winners will be announced at the May 21 meeting of the Transportation Commission.

After the meeting, Gov. Vic Atiyeh will join the commission at a luncheon in Miller's office to pay tribute to the new Glenn Jackson Scholars and their parents.

Members of the selection committee are: the president of the Oregon Independent Colleges Association; Tom Walsh, chairman of the Glenn Jackson Scholars Committee, representing the Transportation Commission; Cynthia Jackson Ford, daughter of the late Glenn Jackson; and the chancellor of the state system of higher education.

Highway notes milestone

The Highway Division marked its 10,000th highway construction job last month with the awarding of a \$300,000 contract at a reception held in the Salem headquarters.

State Highway Engineer Scott Coulter presented the contract to Charlie Valentine of Valentine Surfacing Company, McMinnville, the lone bidder for the project. The work calls for recycling pavement on 18 miles of the McKenzie Highway between Sisters and Redmond.

About 200 employees attended the brief ceremony during an afternoon cake and coffee break.

Contracting with private construction firms began 68 years ago, and to date the division has contracted some \$3.3 billion in highway funds. Contracts have been numbered consecutively since the first award on June 19, 1917--a

\$10,000 grading job on the John Day Highway in Wheeler County.

The recycling work in the 10,000th contract applies modern technology not thought of in 1917, according to Pat Schwartz, assistant state highway engineer. It calls for equipment that grinds the pavement surface so it can be recycled on the job.

Schwartz said much has changed since the early years of contracting. Today, it's a more difficult process, he said.

"The technology, of course, is different now, but we're required to do a lot more paperwork and documentation to make sure that we're protecting the public's dollar," Schwartz said. "The old-time engineers never had to deal with such things as citizen participation and concern for the environment."



10,000 CANDLES--Candles representing 10,000 Highway Division contracts are blown out by, from left, State Highway Engineer Scott Coulter, Charlie Valentine and his son, Chuck. The Valentines were successful bidders on the 10,000th contract.



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

CANDID COMMENTS

In observance of National Secretaries' Week April 21-27, secretaries throughout ODOT were asked:

What does it take to be a successful secretary?

Corinne Greve, HWY Secretary Corvallis



Connie Leach, Parks Administrative Assistant Salem



Marsha Baldwin, HWY Secretary Eugene



Gloria Willhite, HWY Secretary Milwaukie

Joyce Zobrist, Parks Management Assistant Bend



CORINNE GREVE

Fantastic skills, steel-trap mind, incredible stamina, ability to never panic under any circumstances, and ability to find way to and from work. I have mastered the last skill only, but I know secretaries who do possess all these attributes and more.

CONNIE LEACH

Today's secretary must be highly versatile in this era of major office automation. To be successful in this position, the secretary must possess a sense of pride and interest in one's professional accomplishments.

MARSHA BALDWIN

You must have the ability to work with all types of people, have a good sense of humor and be very organized. In addition to having a technical knowledge, you must be adaptable to constant demands and pressures of the job.

GLORIA WILLHITE

You need the willingness to take assignments over and above the normal secretarial duties and the self-confidence to know you can do them well. We are, at times, called upon to do things not in the realm of our duties as secretaries, and we have to be willing to do them.

JOYCE ZOBRIST

You need the skills of Wonder Woman, the loyalty of Lassie, the tenacity of Winston Churchill, the diplomacy of Henry Kissinger and the sense of humor of Andy Rooney.



Peggy Aikman, DMV Management Assistant Salem



Marilyn Richards, HWY Secretary Bend



Darlene Carda, HWY Management Assistant Salem

Connie Rowse, DMV Secretary Salem



Julie Semperboni, HWY Secretary Portland

PEGGY AIKMAN

A successful secretary should have a complete knowledge of secretarial skills; be familiar with division laws and policies; treat co-workers and customers with courtesy; and have a neat appearance, good sense of humor and a pleasant personality. No matter how frustrating the day may be, stay cool and keep smiling.

MARILYN RICHARDS

Successful secretaries must like people. They need pleasant dispositions, tact, good memories, good organization and the ability to work quickly and accurately. Also, they must be good listeners and must communicate well.

DARLENE CARD

You should have confidence in your abilities and be able to accept the challenge of new responsibilities. It is also important to take advantage of all available opportunities for furthering your education in areas relating to your job or future goals.

CONNIE ROWSE

To be a good secretary, you must be dependable, organize your time, be able to cope with stressful situations, keep your skills up-to-date and have a good sense of humor. But, most of all, no matter how crazy things get, never let 'em see you sweat.

JULIE SEMPERBONI

A district office secretary needs to be incredibly organized, adaptable, and have the ability to handle various pressures. You must be able to think in 10 directions at once, talk to three different people at the same time and still make sense.

Minority Business/Labor Unit

Jones replaces Turner

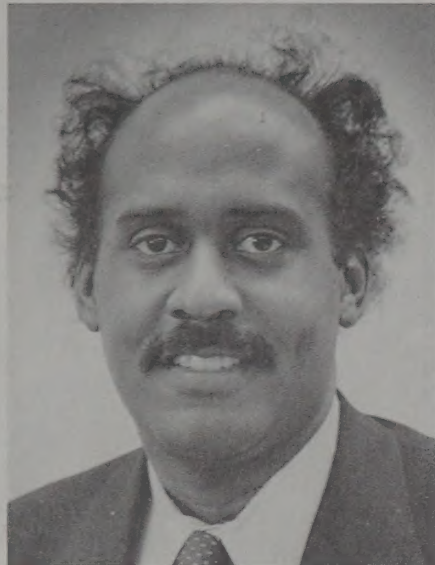
Thomas Jones, Jr., has been chosen as the new manager of the EEO Minority Business Enterprise and Labor Compliance Unit.

He replaces Kay Turner, who retired last month after working with ODOT for five years.

Jones will be responsible for working with minority and women contractors to assist them in their efforts to procure subcontract work with major Oregon contractors. Most of the work involves Highway Division projects and is handled through Highway's construction office, Jones said.

"Our major responsibility is to ensure labor compliance in such areas as paying employees the prevailing wage rate," he said. "We also make sure the EEO aspects are in compliance and provide technical assistance to minority sub-contractors."

Oregon has "mandated that 10 percent of annual construction be made available to minority and women contractors," Jones said. He will manage his unit's mission to



Thomas Jones, Jr.

meet that goal.

Jones, who previously worked with the Iowa DOT in a similar program, is an outdoors person and is looking forward to living in Oregon, he said. He moved to Oregon in March.

Students with handicaps excel on Roseburg patrol

For the third year in a row, handicapped Douglas High School students have shown they can do a good job on the litter patrol in District 6.

"I think they covered more territory and did better work than a regular crew would have," said Emil Wolfsturm, Winston highway maintenance supervisor.

The six young people worked during their spring break, as did about 100 youths statewide.

Three years ago a school coun-

selor contacted the district looking for work experience for mentally and physically handicapped students. They use class time to fill out employment papers, and the district provides an orientation session.

"They look forward to the paycheck and know exactly how they'll spend it," Wolfsturm said. "They take the job seriously. One kid who doesn't attend school regularly didn't miss a day of work."

A Highway maintenance worker supervised the crew.

Miller receives training award

ODOT Director Fred Miller recently received a plaque from the Oregon Training and Development Association in recognition of his dedication to employee development.

"Fred Miller has been one of the most supportive agency directors for training and development," said Ray Redburn, president of the orga-

nization. "He has been an advocate and supporter of programs to train and educate employees."

"For example, Fred once got up at 3 a.m. to drive from Prineville to Salem to speak at an 8 a.m. training course for new managers," he said.

The organization is composed of state agency managers and trainers.

Crew safety awards posted

The following ODOT crews earned safety awards recently:

Crew 131-37, Eugene landscape; Richard Davis, supervisor; six years.

Crew 133-03, Ashland maintenance; Curt Yocham, supervisor; 100,000 hours.

Crew 132-04, Port Orford maintenance; Gerald Gregory, supervisor; 200,000 hours.

Crew 134-00, Dist. 6 office crew; Martin Havig, supervisor; 12 years.

Crew 142-30, Bend extra gang; William Hazelwood, supervisor; nine years.

Crew 430-03, Bullards Beach Park; Don

Howard, supervisor; 200,000 hours.

Crew 440-07, Valley of the Rogue Park; Ion Herring, supervisor; 200,000 hours.

Crew 142-30, Bend extra gang; William Hazelwood, supervisor; nine years.

Crew 080-26, Beaverton engineering; Robert Shotwell, supervisor; 400,000 hours.

Crew 410-03, Rooster Rock Park; Frank Arnold, supervisor; 50,000 hours.

Crew 151-20, Ontario bridge maintenance; Robert Mayhall, supervisor; six years.

Crew 080-21, The Dalles engineering; Reid Meritt, supervisor; 100,000 hours.

Crew 105-01, Bend equipment repair shop; Roy Landis, supervisor; 200,000 hours.

Crew 080-30, Roseburg engineering; Ron Busey, supervisor; 100,000 hours.

Crew 131-37, Eugene landscape; Richard Davis, supervisor; six years.

Crew 133-03, Ashland maintenance; Curt Yocham, supervisor; 100,000 hours.

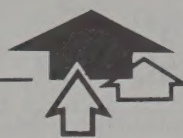
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Crew 430-03, Bullards Beach Park; Don Howard, supervisor; 200,000 hours.

Crew 440-07, Valley of the Rogue Park; Ion Herring, supervisor; 200,000 hours.

Moving up



Highway Division

Richard Alexander, engineering technician (ET) 1 to highway engineer (HE) 1, La Grande.

Kenneth Alford, highway maintenance worker (HMW) 1 to HMW 2, Corvallis.

Harold Broderick, HE 3 to supervising highway engineer (SHE) B, Portland.

Jeffery Buchanan, HMW 1 to HMW 2, Astoria.

Donald Davis, HMW 1 to HMW 2, Beaverton.

Alex Dombrowski, HMW 1 to HMW 2, Corvallis.

Jerry Fochtman, HMW 1 to HMW 2, Corvallis.

Brian Gigstad, engineering aide (EA) to ET 1, Milwaukie.

Richard Groff, HE 3 to HE 4, Salem.

Delores Haas, stores clerk to purchasing analyst 1, Salem.

Brian Hamilton, ET 1 to HE 1, Milwaukie.

Michael Harris, HE 3 to HE 4, Salem.

Mison Hickey, HMW 1 to HMW 2, The Dalles.

G. Ralph Honeywell, HE 3 to HE 4, Salem.

Ronald Jee, HE 3 to HE 4, Salem.

Deolinda Jones, student trainee to asst. right-of-way agent, Salem.

Calvin Kern, HMW 2 to HMW 3, Klamath Falls.

Steven Lindland, HE 3 to SHE B, Salem.

Larry Lindley, HE 3 to SHE B, Roseburg.

Arthur Louie, HE 3 to HE 4, Salem.

Vernon Lowry, highway maintenance foreman (HMF) 1 to highway maintenance supervisor (HMS) B, Roseburg.

Catherine Marshall, HE 1 to HE 2, Salem.

Richard Marshall, EA to ET 1, Milwaukie.

Marie McHone, ET 1 to ET 2, Salem.

Earl Mershon, HE 3 to SHE B, Milwaukie.

Roger Minton, Laborer 1 to HMW 1, Milwaukie.

Herman Mitzel, HE 3 to SHE B, Salem.

Enrique Montes, HMW 3 to HMS A, Medford.

Gerald Morrison, HE 3 to HE 4, Salem.

Melvin Murphy, HMW 1 to HMW 2, Milwaukie.

Edgar Neilsen, HE 3 to SHE B, Salem.

Roger Patitz, SHE A to SHE B, Roseburg.

Thomas Penner, HE 3 to SHE B, La Grande.

Judy Peterson, right-of-way agent to senior right-of-way agent, Salem.

Harold Phillips, HMW 2 to HMW 3, Roseburg.

Ilene Poindexter, HE 1 to HE 2, Salem.

James Pulzone, ET 1 to ET 2, Roseburg.

Durwin Ritter, HE 1 to HE 3, Salem.

Terry Rogers, HMW 1 to HMW 2, Salem.

Keith Rudisil, HE 3 to HE 4, Salem.

Robert Schalk, SHE A to SHE B, Milwaukie.

Lawrence Schmitt, HMF 1 to HMS C, Astoria.

Jeffrey Smith, highway technician 2 to HE 1, Salem.

Clifford Snell, HE 1 to HE 3, La Grande.

Richard Steyskal, SHE A to SHE B, Bend.

Harry "Bud" Strouse, HMW 3 to HMF 1, Eugene.

David Stovall, maintenance repair worker 1 to HMW 2, Portland.

Glen Thommen, HE 3 to HE 4, Salem.

Parks Division

James Bader, park ranger 2 to park manager B, Bend.

Motor Vehicles Division

William Broadbent, motor vehicle representative (MVR) 3, Lakeview, to office manager A, Cottage Grove.

Deena Brugnoli, MVR 2 to office manager A, Coquille.

Randy Clark, MVR 2, Medford, to MVR 3, Cave Junction.

Julia Dixon, clerical assistant to clerical specialist, Salem.

Patricia Dudash, MVR 2 to MVR 3, Salem.

Marilyn Frederickson, office manager B, North Region supervision, to office manager C, East Portland.

Janelle Koch, data entry operator to clerical specialist, Salem.

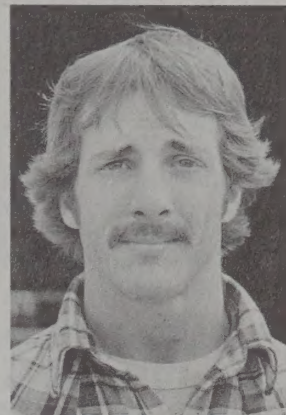
Terry Pace, MVR 2, North Salem, to MVR 3, Florence.

Patty Ross, clerical specialist to administrative assistant, Salem.

Janis Scheffner, clerical assistant to clerical specialist, Salem.

Craig Trigg, MVR 1, Coos Bay, to MVR 2, Coquille.

Ginny Wedel, clerical specialist to administrative assistant, Salem.



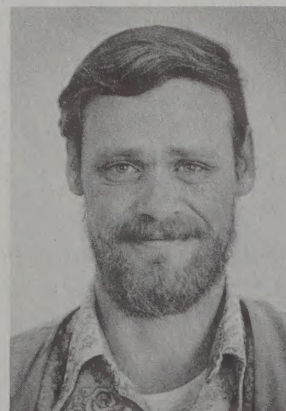
Brian Hamilton
HE 1



Ilene Poindexter
HE 2



Patty Ross
Admin. Asst.



H. "Bud" Strouse
HMF 1

Retirements

The following ODOT employees retired recently:

Harold Curnett, highway maintenance worker (HMW) 3, Pendleton, 29 years of service.

James Harlow, HMW 3, Corvallis, after 20 years of service.

Odessa F. Schell, clerical specialist, Salem, 23 years.

On the job with . . .

Joan White

By Monte Turner
Managing Editor

"Why not reach for the top? I want to go as far as possible in DMV," says Joan White.

Last month she climbed another step in her journey to the top with appointment to the position of technical (assistant) supervisor in the Northern Region.

A 10-year veteran with the division who has worked in all five regions, White has the experience and motivation to keep moving toward her high goals. She also cites the strong support of her husband for helping her to advance.

Like leaving family

Starting as a part-time employee in Burns 10 years ago, she has changed jobs about every two years. "Moving from each office has been like leaving a part of my family," she says.

She spent two years in Dallas as a driver examiner before promotion to manager of the one-person office in Madras. One day she noticed a group of people dressed in red coming from a nearby office. She soon learned that the Rajneeshees had purchased a large ranch at Antelope.

The resultant influx of people made her office a busy place "with more work than one person could handle." She notes that the Rajneeshees were very patient and gracious even though they sometimes had to wait for service.

She once gave the Bhagwan Shree Rajneesh a drive test—"in a new Bronco, not a Rolls Royce,"

she says. "I was disappointed that the roads were too muddy to bring a Rolls," she says with a laugh. Her quick smile shows white teeth that sparkle in contrast to her olive complexion and dark hair.

She admires the patience and joy exhibited by the Rajneeshees and still counts several as friends.

In 1981 she moved from the farming area to a fishing community when she was picked to manage a new one-person office in Reedsport.

After these two manager positions, White obtained a Hood River management post "where I actually had people to supervise."

She took that part of her duties seriously. "I made it very clear that we would go out of our way to serve the public," she says.

"I stressed that the office would have a good cash balance record, accurate documents and no complaints," she says. "I try to set an example for standards and attitudes, and I never give a job to someone that I wouldn't do myself."

Spanish customers

To improve understanding between her office and a Washington DMV office across the Columbia River, she conducted a seminar for Washington title clerks, bankers and car dealers. She also initiated an exchange of personnel between the two offices.

She says the biggest challenge was communication with Spanish-speaking customers. One staff member took several Spanish classes, and White contacted the



"I was a shy, insecure person . . ."

"I call myself a sloppy perfectionist."

"I'm proud to be part of this management team."

— Joan White

Mexican consulate in Seattle to learn to recognize unauthentic documents.

Her efforts at Hood River brought two annual DMV PRIDE awards to one staff member and one award to herself.

She expects to carry the same attitudes and high standards into her new assignment.

"I call myself a sloppy perfectionist. No one is perfect, but we need to strive to do the best we are capable of doing," she says with a tone of conviction.

Husband given credit

"I try to treat people individually," she says. "For instance, you can't let a grouchy customer sour you. Remain polite, and you will get sympathy from the next person in line."

Working in all five regions exposed her to the management techniques of several people holding the same position she just assumed. "You learn from everyone you work with or for," she notes.

Nevertheless, White repeatedly credits her husband of 15 years, Marv, as the person most responsible for her career advancement. "You wouldn't believe that I was a shy, insecure person before I met him," she says.

"He's an independent person, and he builds me up. We are two independent people sharing our lives together," she says.

Marv's work has ranged from logger to fisherman to match the territory where Joan's jobs have been located. "When I take a new position, it's a mutual decision. We

are equal partners," she says. "Besides, he likes to see me change jobs. He says I get stagnant after a couple years."

They have six children from previous marriages, but all were grown before Joan started working.

Marv's purchase of a commercial fishing boat while they were in Reedsport led to Joan's favorite pastime. "At first I was nervous just walking on the dock, but now the boat is the most delightful place to be. Out on the ocean it's a different world," she says.

Also for relaxation, she dabbles in oil painting and likes to garden. "When I don't have space for a garden, I stick onions and potatoes in flowerbeds," she says. In Hood River she joined the Soroptimists, a business and professional women's organization.

Professionalism rubs off

But her biggest satisfaction comes from working for DMV and with people, she says.

"People come to you with a need, and you fill it," she says. She finds it thrilling to help 16-year-olds and their parents when they come for the first driver license. Likewise, she thinks it's important to take a minute to listen to stories from old-timers who were early settlers in the state.

She says she has benefited "from knowing people in administration and many fine regional supervisors."

"You can't help having their professionalism rub off on you. They touch your life," she says. "I am proud to be a part of this management team."



CHECKING-- Joan White answers a question from Laurie Espinoza.

Retirees Report

Leslie Shirley, Cannon Beach, ret. highway maintenance worker 2 1968.

How many retirees have a city park named after them?

Cannon Beach renamed a city park in honor of Les, who had worked as city caretaker after his 21-year Highway career. He also was recognized for his long history of volunteer clean-up work.

Lloyd E. Barnes, Depoe Bay, ret. from Hwy. equipment shops 1970. Lloyd and his wife, Grace, sent a

card from Tampa, FL, where they celebrated their 60th wedding anniversary with their son.

They celebrated the occasion again on the West Coast with their other son, Clifton, when they returned home.

Lloyd seems to be a person of long-term commitments. He worked for the Highway Division for 49 years.

Roy "Tip" Delp, Dexter, ret. Hwy. maintenance supervisor 1974. "I recommend retirement, but

it's important to have a hobby to keep both you and your wife sane," said Roy in a recent letter.

To prove his point, he sent along snapshots of a miniature Western village, called Tipseyville, displayed in his back yard. His work includes wagons, a surrey, a threshing machine and a hay bailer.

His creations have been featured in television and newspapers and at several fairs.

George Hopkins, Salem, ret. Hwy. construction operations

engineer 1981.

"After four hours it felt like I had never left," George remarked regarding a recent return to the Construction Section.

He worked a few weeks to fill a position vacated by a transfer.

George and his wife, Irmingard, returned to Salem last fall after living in Spokane three years where they owned and managed rental property.

He said they are glad to be back in Salem where the winters are not so cold.